

DD/S 65-0445

~~SECRET~~
CONFIDENTIAL

FEB 1 1965

MEMORANDUM FOR THE RECORD

SUBJECT: Office of Training Briefing - JOT Program on 27 January 1965

1. Present were: Colonel White, Mr. Baird, [REDACTED] and the undersigned.

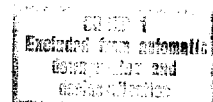
2. [REDACTED] presented statistical summaries about the numbers of Junior Officer Trainees currently in different phases of the program. Copies of the statistical summaries are attached. He expects that we may be over the 290 ceiling by 1 July 1965 but this will level off and will not present any problem in terms of average employment. An additional 25 ceiling positions for the JOT Program to raise the ceiling to 315 was approved by the Executive Director-Comptroller some time ago and, if we are expecting to be over the 290 ceiling by 1 July, we should begin preparing now to take action to get the other 25 positions. Colonel White indicated that he wants to be prepared to take appropriate action as soon as another problem with the JOT Program has been settled.

3. [REDACTED] reported that about [REDACTED] employees have been trained in the JOT Program since its beginning and about [REDACTED] of these are still in the employ of the Agency. It would be interesting to see what the JOT advancement has been in relation to individual class standings but we do not now have a means of getting this information readily.

4. Experience has proven that the entrance on duty of Junior Officer Trainees need not necessarily be related to the cycle of the academic year. Rather than have large classes in July and January with smaller classes intervening, [REDACTED] believes it is entirely feasible to schedule EOD's in such a way that there can be four classes of equal size each year.

5. Participation by representatives of the Clandestine Services in the pre-employment interviewing process is going well. It hasn't helped particularly in the selection process but has served the advantageous purpose of educating many of the senior DD/P people. Candidates who are considered for the program without any clear indication about which part of the Agency they might be interested in are being interviewed and selected by the JOT staff unilaterally. In cases where the individual has a specialty or there is some reason to believe he might have an inclination toward a specialty, representatives of the appropriate component are invited to participate in the interviewing process. [REDACTED] feels this is a highly satisfactory arrangement and has served everyone's advantage.

~~SECRET~~
CONFIDENTIAL



CONFIDENTIAL

6. Rumors of a promotion freeze are circulating and have reached the ears of many of the JOT's and the effects can already be detected in the attitudes of concern among some of the individuals. Colonel White expressed his conviction that we must find some way to meet our implied commitments of progress to the Junior Officer Trainees. John Clarke has said that any system of control he develops will include this kind of flexibility. Colonel White wants to follow this closely to ensure that we do not lose track of this.

25X1A

7. Mr. Baird reported that [REDACTED] is planning to propose that the JOT training program be extended to two full years before the trainees are released to the Clendestine Services for assignment. He would add language training and several of the operational courses to the curriculum to fill out the term. Mr. Baird is opposed to this for several reasons, not the least of which is the fact that it would require an increase in ceiling of about 100 positions if we are to continue the present rate of JOT input. [REDACTED] is also proposing that their annual quota of 90 be split and composed of a quota of 60 external and 30 internal candidates. Colonel White felt this would not be acceptable but there is no action for him to take at this time.

25X1A

8. Mr. Baird is anxious to strengthen the separation procedure for JOT's who don't meet Agency standards. The present procedure is probably adequate for separation during the first year because this is permissible under the normal Federal Civil Service system. Separation during the second year may be more difficult and there may be legal problems militating against it. However, this should be explored with the Director of Personnel and the General Counsel to see if a system can be worked out, possibly based upon a two-year agreement drawn up by the Agency for signature by the JOT at the time of entrance on duty. [REDACTED] will study this in collaboration with the General Counsel and the Director of Personnel and submit a proposal to the DD/S.

25X1A

[REDACTED]
Special Assistant to the
Deputy Director for Support

25X1A

Att: Statistical summaries

cc: Director of Training w/o att
Chief, JOTP

CONFIDENTIAL

~~SECRET~~
CONFIDENTIAL

DD/S 65-0452

FEB 1 1965

MEMORANDUM FOR THE RECORD

SUBJECT: Office of Training Briefing - [REDACTED] on 28 January 1965

1. Present were: Colonel White, Mr. Bannerman, [REDACTED] and the undersigned.

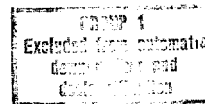
2. [REDACTED] reported that the Clandestine Services are becoming more interested in the training courses offered at [REDACTED] and they have had requests from [REDACTED] for an increase in the [REDACTED] training offered. The general workload at [REDACTED] continues to increase with the addition of a second Operations Familiarization Course every six months being a significant contributing factor.

3. In connection with the increased interest in [REDACTED] training, Colonel White noted that some of the JOT's currently enrolled in the Support Services Course have expressed an interest in having the opportunity to participate in some [REDACTED] training. Colonel White agreed that it would be desirable for any of these people who are interested and willing to be enrolled at a convenient time.

5. It is important to the OTR plans that they have an indication very soon from the Clandestine Services about the instructors who will be rotating in during the next six months. A 40 per cent turnover in the instructional staff is forecast. The Office of Training has addressed a memorandum to the Deputy Director for Plans, pointing out the need to plan for this turnover but they are somewhat apprehensive about the possibility of DD/P's reticence to accept OTR people in exchange for Clandestine Services people on rotational assignments. Colonel White said if this becomes a problem he would like to be completely informed so that he may discuss it with Mr. Helms.

6. A safety study was conducted at [REDACTED] during the past six months and several recommendations were offered. [REDACTED] observed that implementation

CONFIDENTIAL
~~SECRET~~



25X1A

Approved For Release 2000/08/04 : CIA-RDP78-06096A000400020050-1

Approved For Release 2000/08/04 : CIA-RDP78-06096A000400020050-1